

**Ameren Illinois Jobs Creation Report
2018 Annual Report**

Period Starting

01/01/2018

Period Ending

12/31/2018

The following report includes Job Creation metrics as defined by the Ameren Illinois Modernization Action Plan (MAP). These metrics include:

Section 1 - Total number of Full Time Equivalent (FTE) jobs created during the reporting period

Section 2 - Total number of employees as of the last day of the reporting period

Section 3 - Total number of FTE hours in each job classification/job title

Section 4 - Total number of incremental employees and contractors in support of the investments included in the MAP for the reporting period

Ameren Illinois may provide revisions to previously submitted reports through subsequent quarterly reports.

Section 1

Total number of FTE jobs created during the current reporting period

Category	FTE
Employee Jobs	57
Contractor Positions	141
Induced Jobs	247
Total FTEs	445

Definition:

Ameren Illinois is required to report FTE metrics to the ICC demonstrating that at least 450 full-time equivalent jobs were created in the State of Illinois in a peak program year. The FTE metric is a calculation used to convert full-time and part-time jobs into comparable metrics.

$$\text{FTE} = \frac{\text{Total number of MAP hours worked in a period}}{\text{Available hours in the period; 2080 hours per year with a proration of 520 hours for quarterly reporting}}$$

The total number of MAP hours worked in a reporting period consists of employees working a MAP project, those employees in direct support and indirect support of a MAP project, as well as contractors working a MAP project and their indirect support of a MAP project. Additional productivity factors and manual adjustments have been made towards compensable hours; these adjustments vary based on category of FTE. Induced jobs will be used for annual reporting based on declarations validated through subsequent reports provided by the University of Illinois.

Section 2

Total number of employees and contractors as of the last day of the reporting period

	As of 1/01/2012 *	As of 12/31/2018 *
Category	Headcount	Headcount
Employee	1,878	2,264
Contractor	939	1,607
Total Category Headcount	2,817	3,871

* Starting date for contractors was either 1/2/2012 or 1/3/2012; ending date was 12/12/18

Definition:

Headcount figures for Employees represent full-time and part-time employee headcounts as of the last day of the reporting period including management and bargaining unit employees. These figures are provided through extracts of Human Resources, Time, and Accounting systems. Headcount figures for Contractors represent FTEs as of the last Wednesday of the reporting period and include sub-contractors. Total Category Headcount is a culmination of both categories. These headcount figures represent those who either directly allocated or a percentage allocation towards Ameren Illinois electric service.

Section 3

Total number of FTE hours in each job classification/job title

	Workforce Planning Group (Classification)	Hours
Employee	Technicians	27,554
	Engineering Professionals	21,871
	Supervisors	16,491
	Operations Support	12,211
	IT Professionals	13,697
	Craft Workers Substations	8,760
	Craft Workers Electric Service	3,661
	Craft Workers Operations	4,155
	Directors	3,608
	Finance Professionals	3,754
	Craft Workers Automotive	1,346
	Administrative Professionals	1,484
	Administrative Support	520
	Customer Service	2
	Subtotal Employee	119,114
Contractor	Technicians	162,661
	Craft Workers Electric Service	51,062
	Craft Workers Electrician	24,022
	Engineering Professionals	17,709
	Operations Support	14,208
	Craft Workers Operations	7,502
	IT Professionals	4,498
	Supervisors	4,176
	Administrative Professionals	3,575
	Craft Workers Meter	2,320
	Craft Workers Underground	1,267
	Craft Workers Electrical	366
	Executives	106
	Craft Workers Automotive	34
	Subtotal Contractor	293,506
Total FTE Hours		412,620

Definition:

Section 3 metrics represent MAP FTE hours worked during the reporting period that are used to calculate FTE metrics in Section 1. Hours are collected through Human Resources, Time and Accounting systems. Contractor and sub-contractor hours are captured through Contractor hour reports submitted on a monthly basis.

Section 4

Total number of incremental employees and contractors in support of the investments included in the MAP for the reporting period

	Prior Reporting Period	Current Reporting Period	Incremental Employees and Contractors
Employee	76	57	-19
Contractor	164	141	-23
Total Incremental Employees and Contractors	240	198	-42

Definition:

Section 4 metrics represent MAP FTEs for the current reporting period and incrementally.